

**Hon. Michael M. Reyna
FCA Chairman and CEO
Closing Comments at
FCA's "All Star" Training Session
McLean, Virginia
December 12, 2002**

**Good afternoon and welcome back to the next
portion of our program!**

**Don't you agree ... we have had a great line-up of
speakers over the last three days! I promised a message
about the importance of change and adapting to change
... and they really delivered it, didn't they?**

**You may remember ... when I arrived at FCA four
years ago ... I told you about the three things that
define who I am ... and what I do personally and**

professionally -- those are excellence, diversity and caring. Wouldn't you agree that our program over the last three days has been a reflection of these priorities?

When I first became Chairman and CEO ... I also made a bold prediction ... a prediction that some said would never come to pass. I said that one of my goals was to “change” the culture at FCA for the better.

... And, now that you have gotten to know me over the last 4 years ... you know that you have been the beneficiaries of my many employee focused efforts and initiatives at the agency ... and through not only my words – but my actions as well – you now know that I'm different than past Chairmen and CEOs.

I would venture to guess ... and I hope you agree ... many people at the agency would say that FCA is a different place – a better place – than it was just four short years ago.

The real question though, before us today is, “Will FCA continue changing for the better long after I’m no longer Chairman and CEO?”

...And ... while you ponder that question ... let me suggest that an organization is no more than a collection of people.

... So ... with that point in mind ... let me also suggest the answer to my question is that ... if each of you continue to change for the better personally and

**professionally ... then “YES” FCA will continue to
change for the better as well long after I am gone.**

**You know what? If that happens ... then my time
on the FCA Board will have been very well spent
indeed.**

Thank you!